



Person specification			
Post title	Educational Psychologist	Grade	Soulbury Scale A 2-7 (+3SPA where appropriate)
Service Area	Children	Section/team	Educational Psychology Service, Education Improvement Team

***** This post is exempt from the provisions of the Rehabilitation of Offenders Act – applicants must disclose all criminal convictions including those which are ‘spent’, in addition to any cautions and bindover orders received in the last 12 months *****

Shortlisting Number	Criteria	Essential\Desirable	Method of assessment
Skills, knowledge, experience			
S1	Knowledge and awareness of national, regional and international developments in Education and Educational Psychology and ability to contribute to ongoing service development	E	A/I
S2	Knowledge of a broad range of approaches to assessment and intervention, informed by current psychological research and practice	E	A/I
S3	Understanding of and commitment to consultation as a framework for service delivery	E	A/I
S4	Understanding of and commitment to supporting schools to achieve greater inclusion of children with special educational needs	E	A/I
S5	Knowledge, understanding of and commitment to professional codes of ethics and conduct relating to Educational Psychology practice	E	A/I
S6	Knowledge of the different client groups of the service, including their different needs	E	A/I
S7	Knowledge of and commitment to equalities and diversity issues for local authorities and the profession with the ability and skills to contribute to their	E	A/I

January 2021





	implementation		
Personal attributes and circumstances			
P1	Integrity - ability to be open and honest, to maintain high standards of personal behaviour and display strong moral principles	E	I
P2	Accountability - willingness to take personal responsibility for your actions and decisions, and to understand the consequences of your behaviour	E	I
P3	A demonstrable willingness to share information and work with other people.	E	A/I
P4	Respect - a strong desire to treat people with care and dignity, observing the rights of other people, and helping and supporting others where you can	E	I
P5	Ability to support colleagues and engage in joint problem solving	E	A/I
P6	Competent research skills, data analysis, identification of trends and patterns to support the development of teaching and learning and/or the assessment of individual need	E	A/I
P7	Outstanding organisational skills; ability to plan ahead, make priorities, manage workload, allocate time and cope with stress	E	A/I
P8	Strong professional commitment and the drive, enthusiasm and energy to motivate others and manage change effectively	E	A/I
P9	Competent computer user including Word, Excel and Outlook programs	E	A
Communication			
C1	A demonstrable willingness to share information and work with other people, including the ability to listen, communicate with and understand others, taking account of other people's points of view.	E	A/I
C2	Excellent inter-personal skills including ability to communicate well orally and in writing	E	A/I
Qualifications			
Q1	Good Honours degree in Psychology or equivalent	E	A
Q2	Accredited postgraduate/Doctoral professional training in Educational	E	A

January 2021





	Psychology		
Q3	Registration with the Health Care Professions Council as an Educational Psychologist	E	A
Health and safety			
H1	Ability to ensure suitable and sufficient risk assessments are carried out taking into account employees' capabilities – <i>insert for managerial/supervisory post</i> Ability to use equipment as instructed and trained Ability to inform management of any health and safety issues which could place individuals in danger – <i>insert for non-managerial/non-supervisory posts</i>	E	A/I

A = Application form **C** = Certificate **E** = Exercise **I** = Interview **P** = Presentation **AC** = Assessment Centre **T** = Test

Date	Approved by authorised manager	Designation
04/12/17	Dr Judith Temlett	Principal Educational Psychologist (Acting)

Where the post involves working with children, in addition to a candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- **Motivation to work with children and young people**
- **Ability to form and maintain appropriate relationships and personal boundaries with children and young people**
- **Emotional resilience in working with challenging behaviours**
- **Attitudes to use of authority and maintaining discipline**

We have a positive attitude to the employment of disabled people and guarantee an interview to those who meet **all** the necessary criteria of the person specification.

January 2021

